

## Coaching Profile & What To Expect

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### About Nikki



#### Experience

- Organization development coach & consultant for leaders & teams for over 11 years at Google.
- ACC Coach, International Coaching Federation
- Masters Degree in Organizational Development
- Team Development and Career Coach, MBTI, StrengthsFinder, Change Styles & Insights Discovery Certified

As an organizational coach and consultant, I partner with leaders to unleash the potential of leaders and teams through leadership coaching, team effectiveness facilitation, and supporting leaders and teams to thrive in organizational change.

Before starting Red Oaks Leadership, I spent over 11 years at the tech company Google. Most recently, I was a leadership coach and organization development consultant for Google leaders. I supported leaders and leadership teams in developing team effectiveness, planning organization design for rapid growth and scale, building clear and actionable strategic plans, and implementing large scale change management.

Previous to moving to Organization Development, I spent 9 years in sales operations, strategy and enablement in Google's advertising business. There, I started the first AdWords support center in Copenhagen, Denmark, deployed large scale web-based sales enablement trainings across 6,000 global sales people, and trained hundreds of advertising agencies on Google's ad products. I also developed and launched multiple global sales workflows, including developing CRM systems, building and deploying sales and software trainings, and project managing large work teams across many time zones and languages.

When not partnering with clients on transformations, I can be found hiking around the mountains of Colorado, sampling new ice cream shops, traveling around the world with my husband, or playing in the lake in the summer months with her family in the midwest. Nikki is also an active mentor & board member for the youth mentorship non-profit Leadership Edge and involved with her church in Denver, CO.

# RED OAKS LEADERSHIP

## Education & Credentials

- Masters of Organization Development, Bowling Green State University
- BA Economics and Management, Albion College
- ACC Professional Coach, International Coaching Federation
- Certified in Myers-Briggs Type Indicator Level I and II, Insights Discovery, the Change Style Indicator, True Colors, and StrengthsFinder.

## Coaching Focus Areas

- Life/Career Transitions
- Self Awareness
- Leadership & Team Development
- Career Development
- Authenticity & Presence

## What to expect

### Coaching process

#### First meeting

The first coaching session helps both of us determine if we're a good match. We'll cover the following:

- What is coaching? What made you decide to explore coaching?
- What are your expectations of coaching? Of me?
- Process, logistics, and confidentiality
- With our remaining time, we'll discuss something you'd like to work on. This mini sample-session will give you a better feel of my style.

#### Ongoing coaching session

Most clients meet with me every 2-4 weeks; each meeting is 60 minutes. If you have needs that are different than these, let's discuss other options.

### Coach commitments

Although I customize the coaching experience for each client, here are three things you can expect from me as your coach:

#### Active Listening & Empathy:

As a coach, I seek to understand where you are coming from and your perspective. This goal is to help you and I build a healthy coaching relationship, and to support you in more deeply understanding --and perhaps expanding --your own perspective. You will hear me rephrasing back what I hear from you, asking you to go a bit deeper into what you share, and helping you explore what perspective you are taking to help you move forward on this.

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### Challenge & Encouragement:

My role as a coach is to help you stretch beyond your self-imposed limits. We often do not know our own power or our own strengths. My job is to help you build the muscle of experimenting outside of your comfort zone. You will direct this, and I will support you in exploring what this means for you. For you to get the most out of our time spent together, you will be ready to step up to these challenges.

### Accountability:

Throughout our sessions (and especially between them), there will be actions for you to complete, whether it is having a difficult conversation or giving a presentation. You'll also focus on changing or cultivating certain behaviors. We'll contract what you'll do, when you'll do it, and how you'll let me know before the end of each meeting. As your coach, I will hold you accountable to these goals or help you modify them if we discover anything is off-course.

### Client commitments

Coaching, when successful, is a partnership where both coach and client work together. Here is what you can do to improve your coaching experience:

#### Engage deeply.

You will only get out of coaching what you put into it. To truly experience the benefits of coaching, engage with the process and me as your coach more deeply. Make time to both prepare for and reflect on your coaching sessions, and stay focused on the actions and behaviors that you commit to.

#### Communicate proactively.

As both a coach and a person, I'm flexible in my approach and communication style. Ask for what you want or need from me. If you are not getting what you want out of a session or our coaching partnership, tell me immediately. If your goals or needs change or if you need to make logistical adjustments, let's talk about it!

#### Define your goals.

In some cases, you will walk into a coaching session with a clearly-defined goal. In some sessions, especially earlier in the coaching relationship, you might not have well-defined goals. Either way, come to each session prepared with what you'd like to explore. This way, we will maximize our time to help you address a challenge or clarify a problem.